Executive Development
~ Enhancing the Company's Leadership Capacity ~

- An executive coaching programme for executive leaders where personal and leadership effectiveness are crucial to the company's success

- Uses the LEA360™ and MBTI® Step II Report to give a detailed leadership profile and an in-depth personal development plan

This programme is targeted for executives who, at this stage in their careers, need to be totally confident and comfortable with their leadership style and enjoy being on the leadership stage. They will need to be aware of how their leadership behaviours affect the people who create success for their business. In this programme they will learn what motivates them to lead and critically assess their present leadership performance. From this they will be able to craft a personal plan for leadership effectiveness.

The programme is run as separate coaching assignments for each executive team member and delivered over a 6 month period. It is delivered by our team of executive coaches and includes some shared events during the 6 month cycle.

Core Leadership Programmes

Moving into Management	Leading High Performance Teams	Strategic Leadership	Building the Executive Team	Executive Development

Over the last 20 years Management Development Services Ltd. (MDS) has achieved a notable track record in Greater China, raising levels of effectiveness for leaders and sales professionals. Using the best assessment instruments available, we have created a series of outstanding core leadership programmes to address the needs of leaders at all levels in the organisation.

For more information about *Executive Development* or any of our other programmes or assessment instruments please contact MDS at:

Hong Kong	Beijing	Shanghai	Taipei	Singapore
(852) 2817 6807	(86 10) 8441 7710	(86 21) 3251 7205	(886 2) 7730 3378	(65) 8336 5704

Email: mds@mdshongkong.com Website: www.mdshongkong.com or www.mdsbeijing.com

Executive Development

The content for Executive Development is based on the LEA 360™. This uses a robust model of leadership researched and developed over 30 years by the Management Research Group®. It assesses 22 leadership behaviours in 6 clusters. Theres are:

Creating a Vision
- Traditional
- Innovative
- Technical
- Self
- Strategic

Implementing the Vision
- Structuring
- Tactical
- Communication
- Delegation

Achieving Results
- Management Focus
- Dominant
- Production

Developing Followers
- Persuasive
- Outgoing
- Excitement
- Restraint

Following Through
- Control
- Feedback

Team Playing
- Cooperation
- Consensual
- Authority
- Empathy

There is no "one-best-way" to lead. So as part of the LEA™ process each company decides on the best profile for executives in its industry. Each executive then builds a personal development plan based on the "desired" profile established by the company.

The arrangement for **Executive Development** is:

One-to-one Coaching Sessions
2 sessions (1.5 hours each) per month

Half Day Seminars for Group Learning
- MBTI Step II report (usually as part of the programme kick off)
- LEA 360™ or LEA Self Report review workshops
- LEA Composite Profile (as a teambuilding event)
- Specific skills-building sessions for the LEA (e.g. Strategic, Persuasive, Excitement)
- Selected modules from "Strategic Leadership"
- Selected materials from "Leading with a Global Mindset"

MDS specialises in leadership development, executive coaching, sales effectiveness and assessment instruments. With this unique combination our great teams of leadership and sales trainers, executive coaches and course designers provide programmes which really boost your business performance.

Management Development Services Ltd.